Building Intercultural Competency

A CBE strategic initiative on equity, diversity, and inclusion

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Intercultural Competency

. . . the ability to accurately understand and effectively adapt to cultural differences (in order to accomplish your goals)
Why this approach?

- Focus on the value and impact of culture to achieving EDI goals
- Skills based and developmental approach – moving beyond awareness building
- Measurable – individual, teams and organizations
- 21st century core competency; key to team performance; predictive of key outcomes

Measured by the Intercultural Development Inventory (IDI)

- A psychometric instrument based on the developmental model (IDC)
- A cross-culturally valid and reliable assessment
- Tested by rigorous psychometric protocols in numerous validation studies
- Foundations
  - Cognitive psychology
  - Personal construct theory
  - Grounded Theory
IDI Results

- Individual and group results
- Key results
  - Perceived orientation
  - Developmental orientation
  - Orientation gap
- Tailored individual development plan (IDP)

Overview of Approach

**Phase 1: Engagement & Assessment**
- Info sessions
- Focus groups, interviews, questionnaire
- IDI assessment
- Oct/Nov 2019

**Phase 2: Group results and action planning**
- IDI group results (Nov 2019)
- Action planning based on goals and IDI results
- Nov/Dec 2019

**Phase 3: Capacity Building for Change Agents**
- Individual and group IDI feedback
- Group development based on IDI results
- Jan-Jun 2020

**Phase 4: Capacity Building - Individuals and Groups**
- Faculty/staff individual IDI feedback
- Faculty/staff development
- Jan 2020 – Mar 2021
Next steps: Getting Involved

• Participate in the assessments
  ◦ Focus groups, questionnaire, interviews
  ◦ Take the IDI instrument (will receive email information)
  ◦ Provide feedback – suggestions, concerns, critiques, etc.

• Understand your individual and group IDI results
  ◦ November 2019 presentations on group results
  ◦ Ongoing individual IDI feedback 2020-21
  ◦ Use the development plans

• Engage your colleagues and students